



FOR PSA MEMBERS: **THE PRESIDENCY**

23-10-2025

Feedback: Presidency Bargaining Forum

Optimisation of Presidency structure

As members are aware, the employer presented a revised organisational structure. It was reported that the purpose of the revised structure was to streamline operations, improve efficiency, and ensure alignment to service delivery. The employer reported that it is still busy with its internal processes, and the submission was in the office of the Director-General. The employer is still waiting for a response from the DPSA regarding rank translations. The employer further reported that it was arranging a meeting between REMCO and its legal unit. The PSA noted the employer's response and demanded a speedy resolution, especially with affected members.

Leave automation system

Members were previously informed that the employer was in the process of installing desktops, and training on the leave automation system will be provided by the employer to ensure that employees do not have difficulties accessing the system. The employer reported that no challenge was reported, and training is continuing, and is still open to employees. The PSA demanded that the employer must have a central desktop with someone to assist those who might struggle. The employer will respond in the next Chamber meeting.

Filling of critical posts

The PSA previously demanded the urgent filling of critical posts in the Presidency to alleviate the workload currently placed on employees. The employer has since reported that recruitment processes are underway, with various posts at different stages of completion. However, during the shortlisting process, the Chairperson of the selection panel requested that the position of Chief Director be re-advertised. The PSA raised concern about this decision, emphasising the need for fairness, transparency, and justice throughout the recruitment process, especially considering that job advertisements go through several levels of approval before publication. In response, the employer acknowledged the PSA's concerns and committed to ensuring that all recruitment processes are conducted fairly and justly.

Nomination of Union Building as world heritage site

The PSA previously demanded that the employer must schedule a briefing session with employees to share information about the implications and benefits of the Union Building's designation as a world

heritage site. The employer previously shared a report, which was not accepted by the PSA. The PSA demanded that the custodian of the project be invited to the next Chamber meeting to do a presentation. The employer reported that the custodian of the project was not available. The PSA raised concern about the seriousness of the employer regarding this item. The employer apologised and requested a task team meeting.

Request for inputs: Changes to PMDS Policy

The employer tabled the following proposed amendments to the PMDS Policy. The specific amendments to clauses in comparison to the previous provisions are illustrated below:

Old Version	New version
5.4.1.2 Where agreement between the employee, the supervisor and the line manager cannot be reached in determining the KRAs, record the discussion between these parties shall be placed with higher levels of authority, up to the Branch Head. The purpose of these meetings will be to resolve differences to the mutual satisfaction of those involved.	5.4.1.2 The employee and supervisor must agree and appoint a mediator, who shall be an employee, to consider the dispute within one (1) month after the expiry of the due date for signing of the PA or an agreement of a similar nature.
5.6, 8,5 & 8.8.1.1 All employees shall conclude and sign their Performance Management documents using Annexures A, B & D	5.6, 8,5 & 8.8.1.1 All employees shall conclude and sign their Performance Management documents using Electronic Performance Management & Development System (e-PMDS).
8.7 To enhance the management of performance, it is encouraged that employees also complete quarterly reviews.	8.7 To enhance the management of performance, employees and supervisors shall conduct informal quarterly reviews to track performance progress.
9 Pro rata performance bonus (Exceptional cases)	9 Removed from the policy

11.4 Performance awards (bonus)	11.4 Removed all performance bonuses column from tables in the policy
12.2.2 Applicable percentage of the remuneration budget for the allocation of performance bonuses for all employees on salary levels 2-12 and OSD.	12.2.2 Removed from the policy

Members are requested to provide the PSA with any additional input to the Policy by no later than **31 October 2025**.

Non-compliance with Uniform Policy

Labour previously raised concerns regarding the employer's non-compliance with the Uniform Policy, which stipulates that uniform must be supplied to employees on an annual basis. It was observed with concern that the employer has failed to adhere to this policy, as the last partial issuance of uniforms took place in 2023. In previous engagements, the employer reported that the procurement process for uniforms was in progress and undertook to provide a detailed update. The employer committed to clarify the status of the procurement, specify which uniform items would be supplied, and explain the reasons behind the non-implementation of the Policy in previous years. In addition, the employer was expected to address why only a partial distribution occurred in 2023 instead of a full uniform issue. The employer also undertook to provide information on whether funds allocated for uniforms were re-allocated for other purposes or returned to the National Treasury.

During the subsequent meeting on 21 October 2025, the employer requested that the discussion on uniforms be divided into two components: corporate wear and sports gear. However, the official responsible for providing a report on corporate wear was not available to attend the meeting. As a result, it was agreed that a task team would be established to engage specifically on the provision of sports gear, whilst the official responsible for corporate wear would be invited to present a comprehensive report at the next scheduled meeting.

The PSA is committed to assisting members with both collective and individual matters. Employees who want to join the PSA can visit the PSA's website or contact PSA Provincial Offices.

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GENERAL MANAGER